

GENDER AUDIT REPORT



Prepared By
IQAC, Silapathar College
(For the Session 2017-18 to 2021-22)

ACKNOWLEDGEMENT

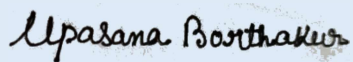
I would like to express my sincere gratitude to the Principal, Dr. L.N Pegu, Silapathar College for his support to conduct the audit.

A special thanks go to all the members of the Gender Audit Team for their constant support and guidance throughout the preparation of this document.

I would like to acknowledge our office staff for proving the necessary data, without which this work would not have been possible.

I also express my thanks to all the teaching and non-teaching staff who helped a lot to prepare the document specially to conduct the questionnaire part.

The entire work was a collaborative work and each and every stakeholder of the institute are directly or indirectly involved in giving a shape to this document



Dr. Upasana Borthakur
Co-ordinator
Gender Audit Team

INTERNAL COMMITTEE FOR GENDER AUDIT

The following faculty members have been appointed to conduct the audit

1. Dr. Upasana Borthakur, Coordinator
2. Raju Pegu, Member
3. Dr. Nabanita Baruah, Member
4. Utpal Saikia, Member
5. Madhusmita Devi, Member

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Introduction of the Institute

The Silapathar College was established in 1979 as a result of concerted efforts made by local public who were led by a group of academically ambitious leaders. It is the second oldest college in the district of Dhemaji. At present the college has two streams, Arts and Science of undergraduate level (The Science Stream was introduced from the Academic Session 2020 – 2021 onwards by the creation of newly sanctioned post, Govt. of Assam). The college follows the syllabus of the Assam Higher Secondary Education Council (A.H.S.E.C.) and Dibrugarh University. The institution is permanently affiliated to the Dibrugarh University. It was brought under the deficit system of grant-in-aid in 1992 and was subsequently provincialized in 2005 by the Government of Assam. The College registered under Section- 2 (f) & 12-B of the UGC Act, 1956 in 1996 and 1997 respectively. The institute was first accredited by NAAC in 2005 with 'B' Grade. It applied for Re-accreditation and accordingly, the college was accredited and awarded Grade with 2.62 points (CGPA) in the month of November, 2015

What is Gender Audit

Gender audit is an attempt to examine the representation of different genders in an organization or institution. It is used to identify any gender-based disparities or inequalities in the workplace, and to develop strategies to address them. Gender audit typically involves collecting and analyzing data on the gender composition of an organization's workforce, as well as examining policies and practices related to gender. It can also involve interviews with staff and other stakeholders to gain a better understanding of the organization's culture and how it affects gender equality.

Objectives of the Gender Audit

1. To study the overall gender composition of the institute
2. To identify and analyze gender-based inequalities
3. To find out the factors responsible for the gender gap
4. To offer suggestive measures to minimize the gender gap

Methodology

Gender Audit is a process of assessing the gender-related aspects of an organization. The purpose of this gender audit is to identify areas of gender inequality and to develop strategies to address them. With this view, the given audit was conducted in four steps

1. Analysis of the data to find the gender ratio among different stakeholders in different fields
2. Surveying the staff perception towards gender balance of the institute through questionnaire
3. Report the data
4. To find out the areas having poor gender ratio and suggest remedies to improve it.

Data Analysis of Gender Equity Survey

Table 1: Year wise gender classification of male and female strength in teaching staff

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	18	15	15	24	22
Female	12	10	10	19	23

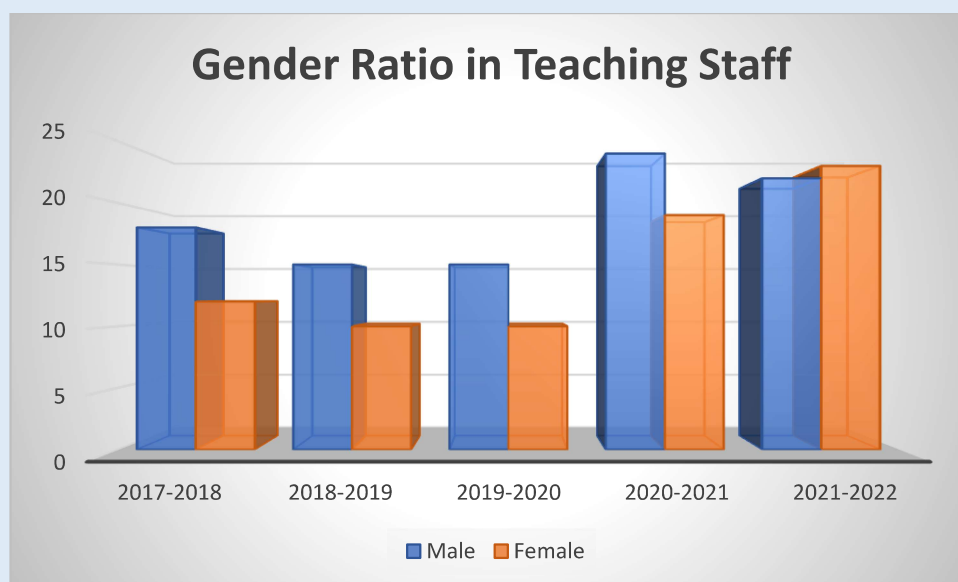


Figure 1 Year Wise Gender Ratio in Teaching Staff

The above data includes both permanent, temporary, and non-sanctioned teaching staff

Table 2: Year wise gender classification of male and female strength of non-teaching staff

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	9	8	8	8	9
Female	6	6	2	3	3

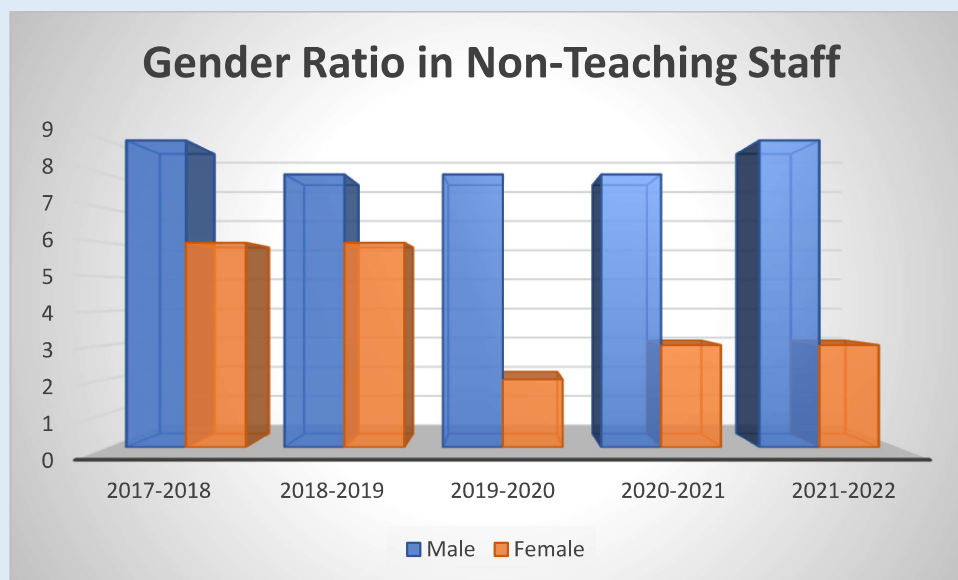


Figure 2 Year wise Gender Ratio in Non-Teaching Staff

The above data includes permanent, temporary and contractual non-teaching staff

Table 3: Year wise gender classification of male and female strength in HoD position

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	4	4	6	8	7
Female	4	4	2	5	6

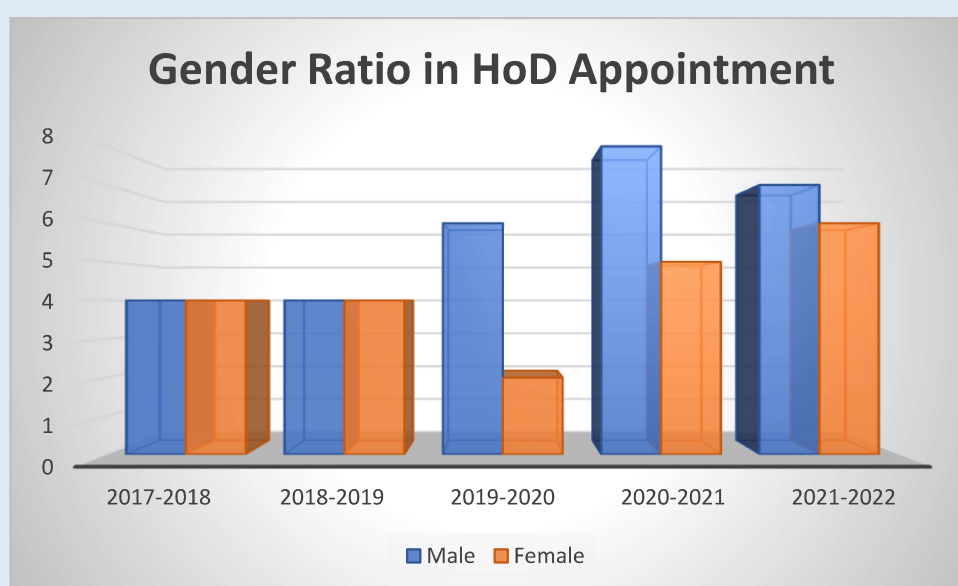


Figure 3 Year wise Gender Ratio in the Appointment of HoD

Table 4: Year wise gender classification of male and female strength in the position of associate professor

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	7	6	6	6	6
Female	2	1	1	1	1

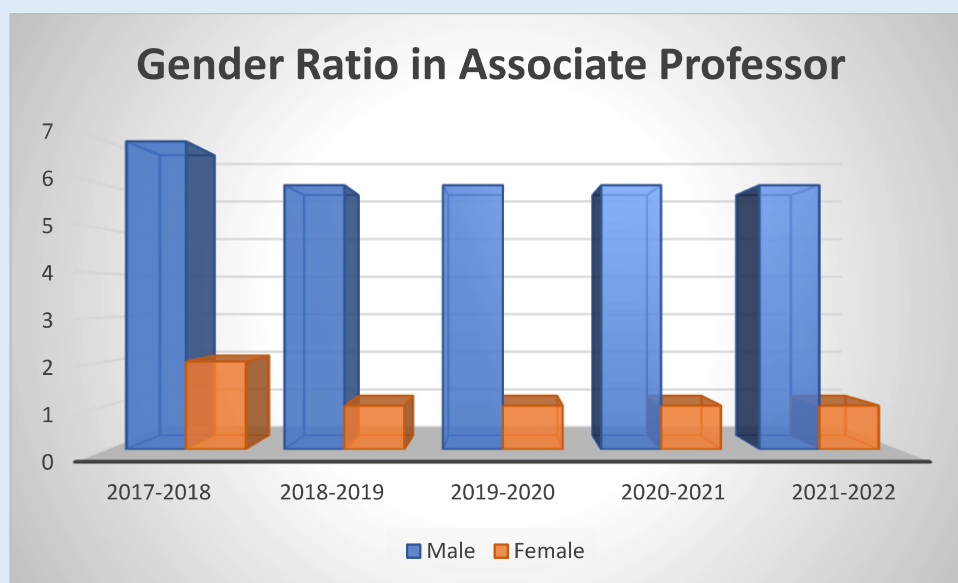


Figure 4 Year wise Gender Ratio in the Appointment of Associate Professor

Table 5: Year wise gender classification of male and female strength of students in undergraduate level

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	230	203	189	357	391
Female	462	480	379	422	506

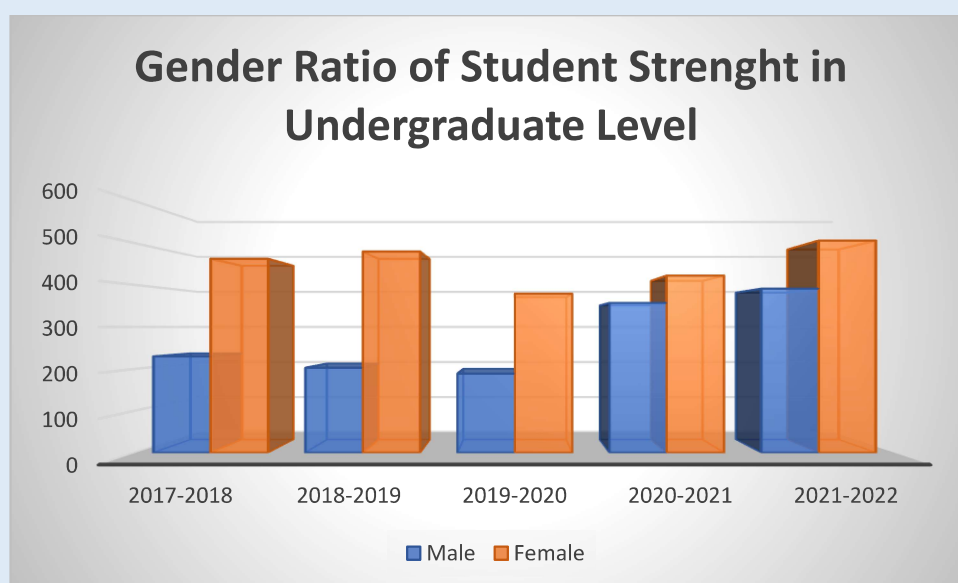


Figure 5 Year wise Gender Ratio of Students in Undergraduate Level

Table 6: Year wise boys' enrolment of different categories in undergraduate level

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
General	14	13	19	29	28
OBC	81	81	77	107	106
MOBC	0	0	3	6	4
ST	117	91	77	189	220
ST Hills	0	1	1	2	1
SC	18	17	12	24	32

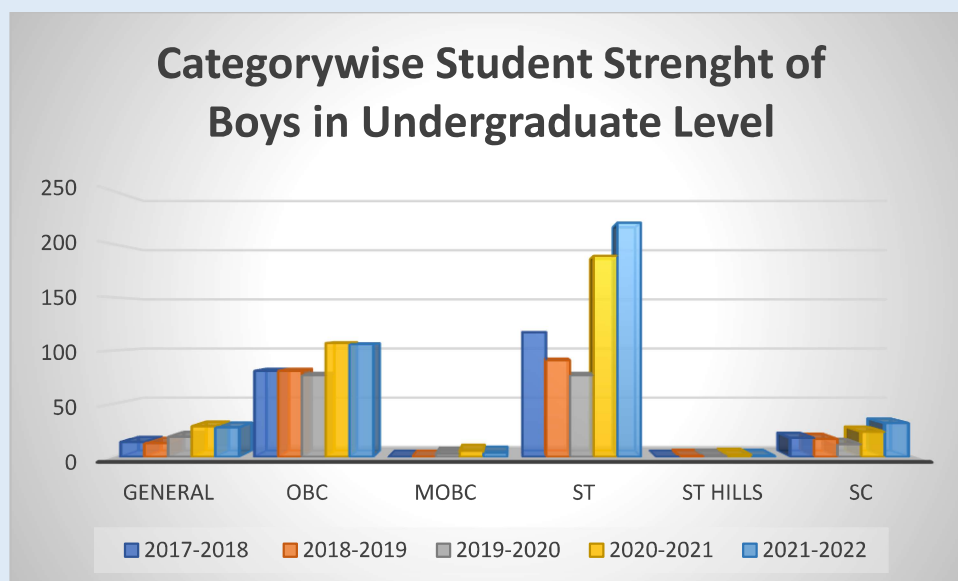


Figure 6 Ratio of Boys of different categories in Undergraduate Level

Table 7: Year wise girls' enrolment of different categories in undergraduate level

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
General	28	35	28	41	47
OBC	197	207	155	151	184
MOBC	1	4	2	6	6
ST	188	185	156	193	235
ST Hills	1	1	2	2	3
SC	47	48	36	29	31

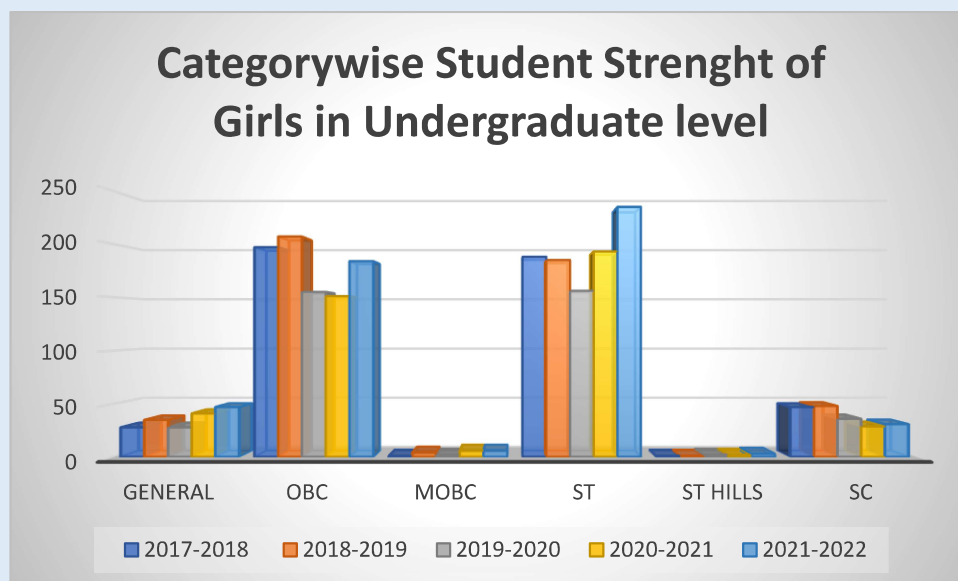


Figure 7 Ratio of Girls of different categories in Undergraduate Level

Table 8: year wise gender classification of male and female strength of student in B.A. Program

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	230	203	189	235	238
Female	462	480	379	374	448

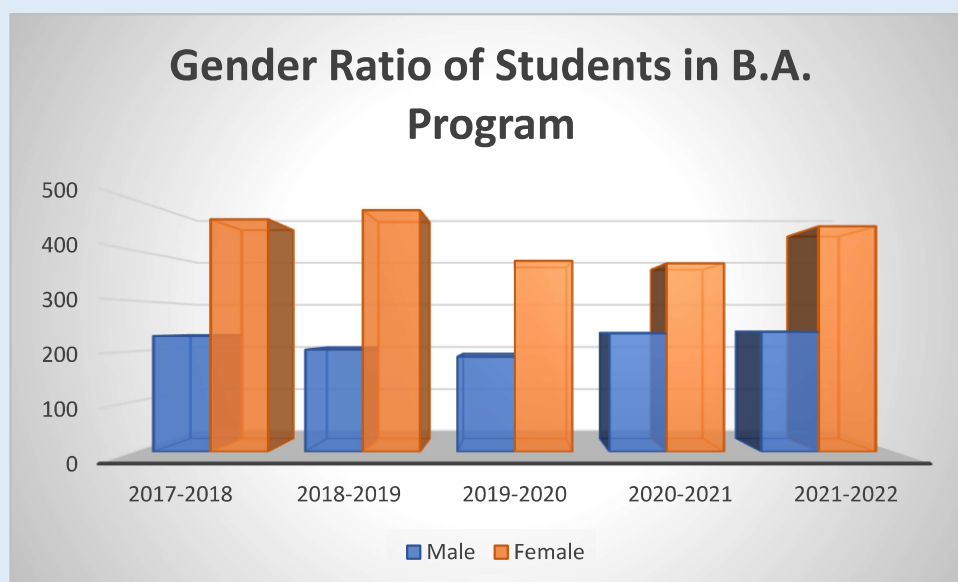


Figure 5 Gender Ratio of Students in B.A. Program

Table 9: Year wise gender classification of male and female strength of students in B.Sc. Program

Year	2020-2021	2021-2022
Male	122	153
Female	48	58

B.Sc. Program was introduced during the session 2020-2021.

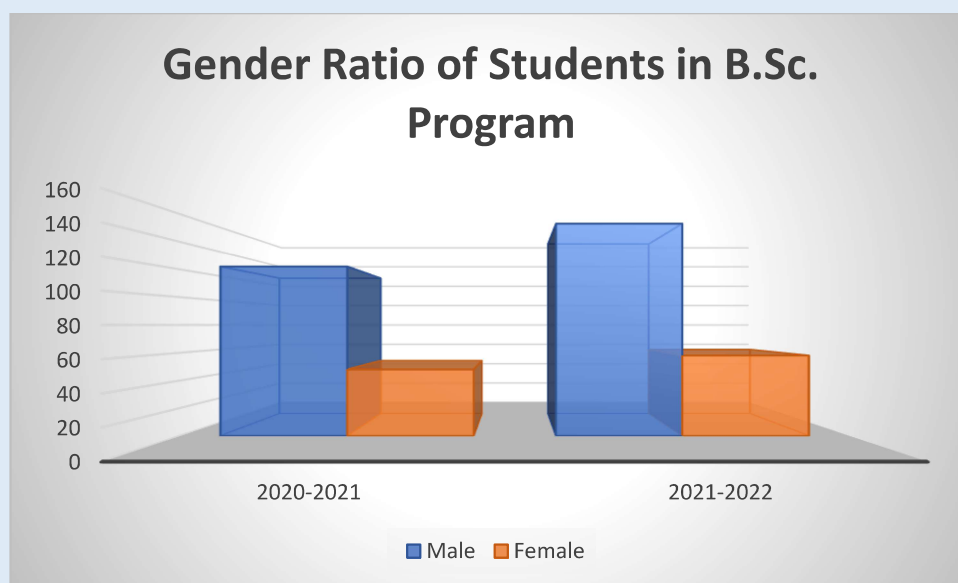


Figure 9 Gender Ratio of Students in B.Sc. Program

Table 10: Year wise gender classification of male and female strength of students in NSS

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	60	62	63	58	55
Female	40	38	37	42	45

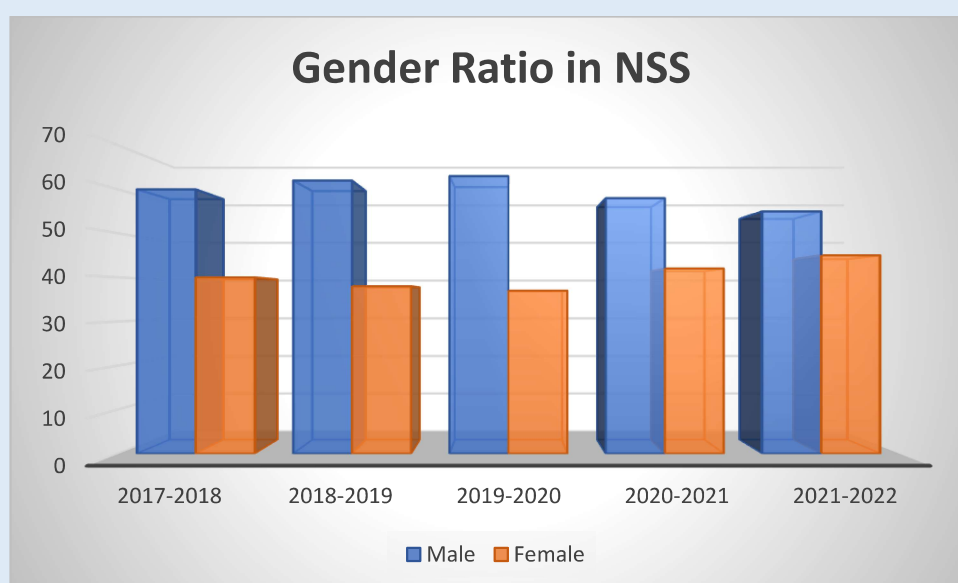


Figure 10 Gender Ratio of Students in NSS

The following data analyses the male and female strength among winners in the field of sports, Cultural and Literary activities conducted during college week.

Table 11: Year wise gender classification of male and female strength of winners in sports

Year	2017-2018	2018-2019	2019-2020	2021-2022
Male	38	104	62	128
Female	37	50	49	59

The sports activities considered for data analysis includes running race of different categories, cricket, football, kabaddi, Badminton, Volley Ball, Long Jump, High Jump, Discuss Throw, Javelin Throw, Shot Put Throw, Triple Jumps, Marathon race, Weight Lifting, Powerlifting, and Arm Wrestling.

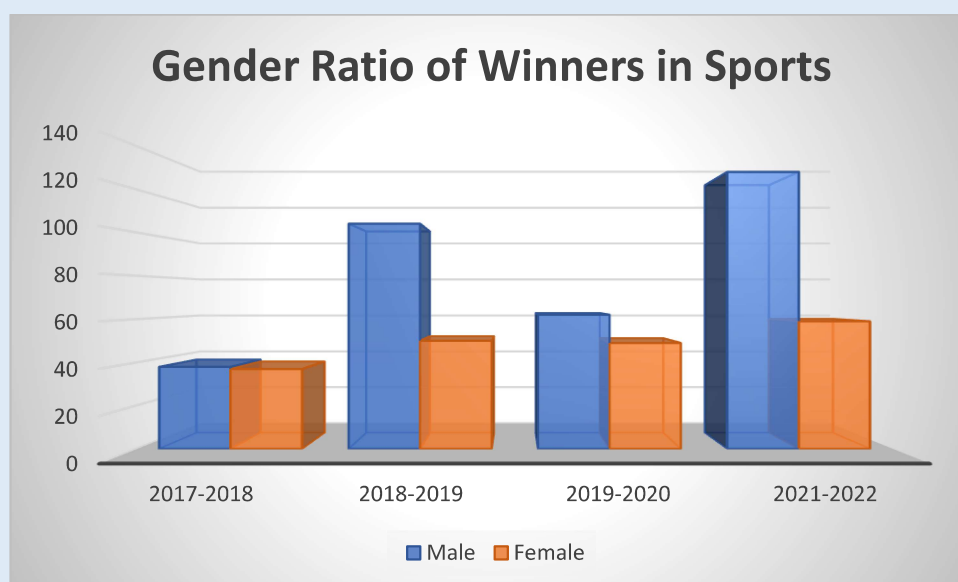


Figure 11 Gender Ratio of winners in Sports

Table 12: Year wise gender classification of male and female strength of winners in cultural programs

Year	2017-2018	2019-2020	2021-2022
Male	10	14	28
Female	11	12	7

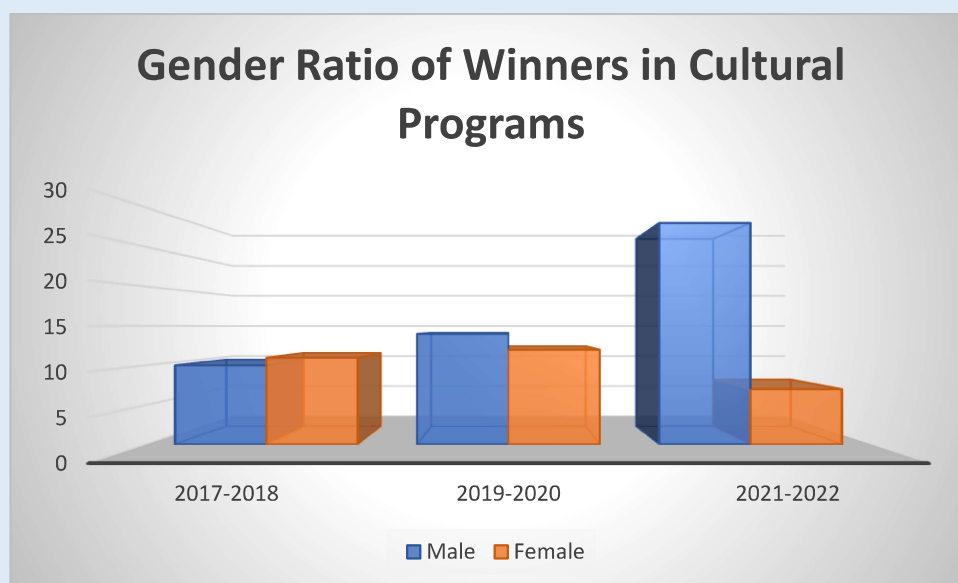


Figure 12 Gender Ratio of Winners in Cultural programs

Table 13: Year wise gender classification of male and female strength of winners in Literary Activities

Year	2018-2019	2021-2022
Male	14	34
Female	7	16

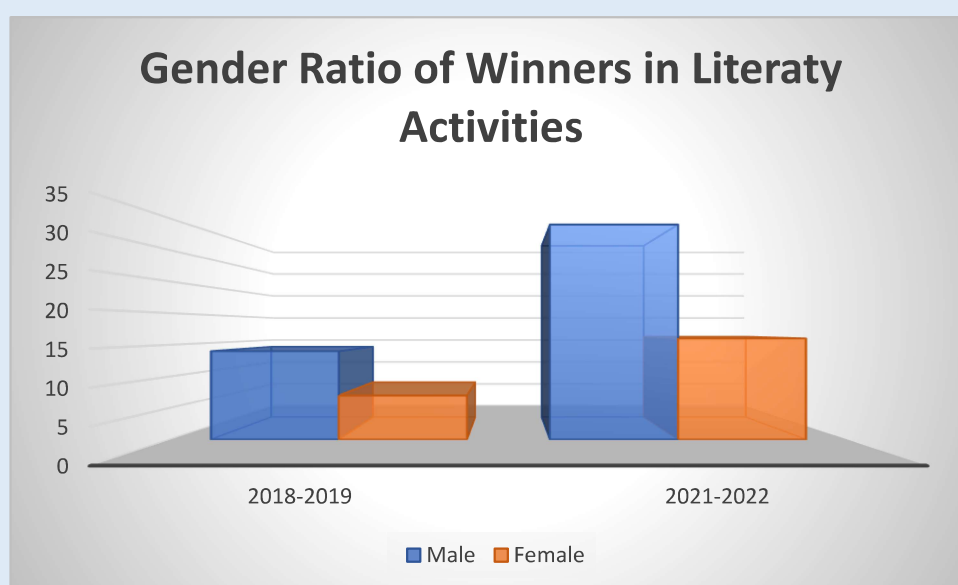
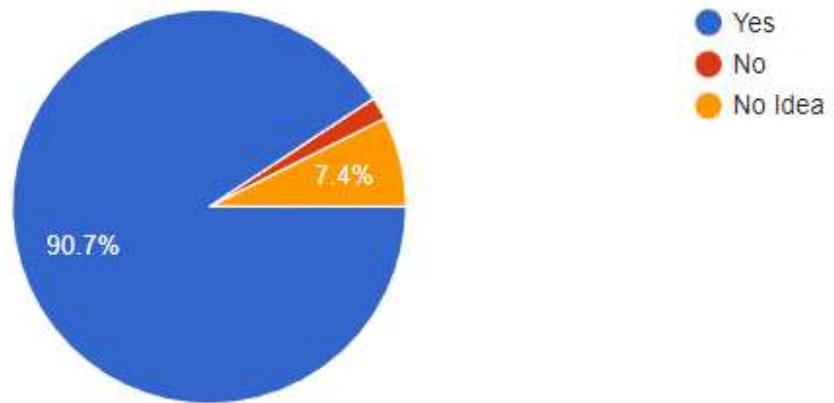


Figure 13 Gender Ratio of Winners in Literary Activities

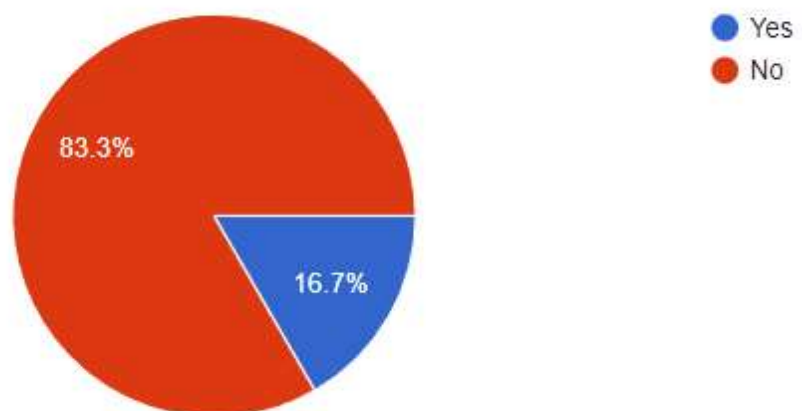
Response of the Staff

The analysis of staff responses to the questionnaire supplied to them shows the following results

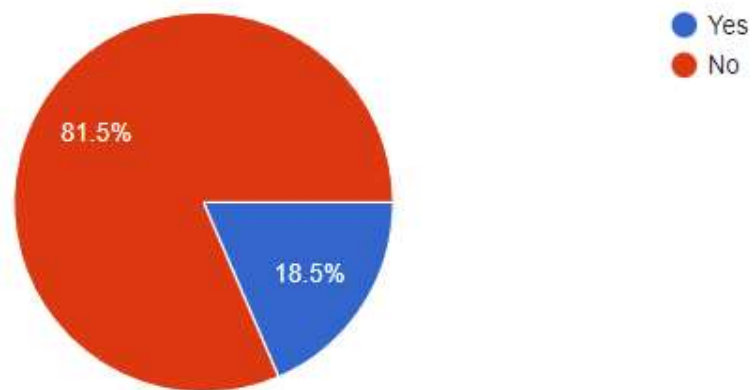
Your institute have a proper written Gender Policy



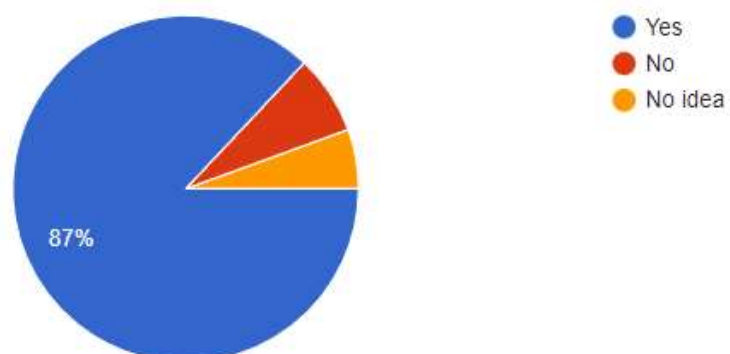
Have you ever experienced any discrimination based on Gender?



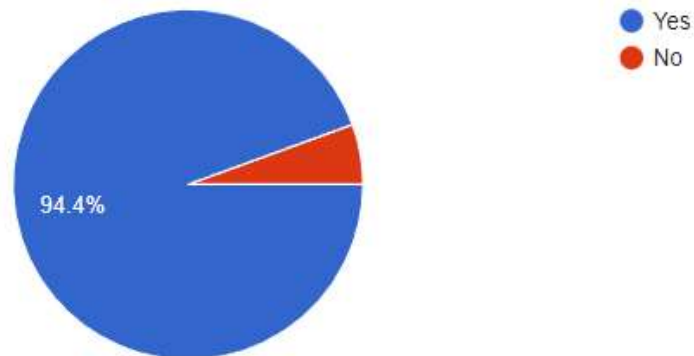
Have you ever noticed any discrimination against anyone based on Gender?



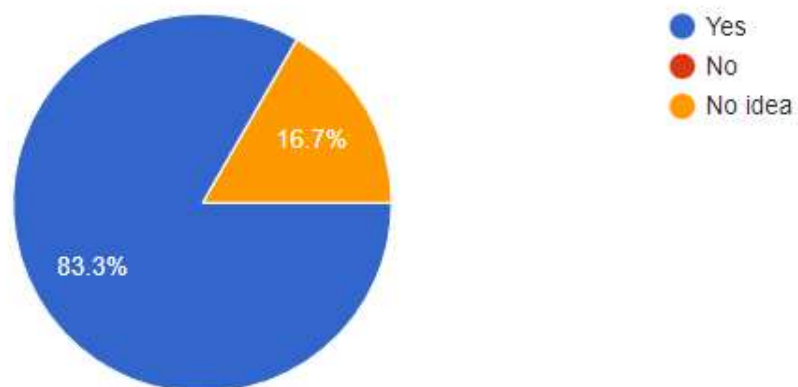
Is there any internal committee in your institute to deal with gender related issues?



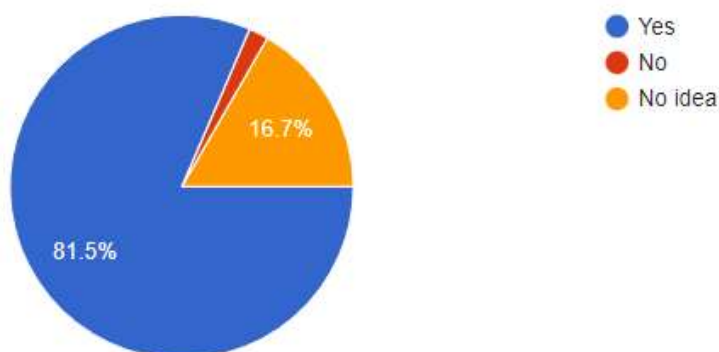
Is your institute have a proper gender balance among members of different internal committees?



Is your institute provide financial support for gender integration work?



Do you think students are aware of internal bodies in the institute to complain about gender-related discrimination?



Findings

1. The ratio in teaching staff maintains a moderate to good balance, however female representation in non-teaching staff is very less.
2. The gender ratio in HoD appointments is moderate whereas number of female associate professors is very less in comparison to male.
3. The strength of girl student in B.A program is higher than boys whereas in B.Sc. program, the numbers are reversed.
4. The Gender ratio in NSS is moderate to Good and is improving yearwise.
5. The involvement of girls in co-curricular activities is much less in comparison to boys.
6. The response of staff towards the questionnaire shows a positive scenario of the institute, where a higher percentage believes that the institute tries to maintain a proper gender balance.

Suggestions

1. More number of job counselling programs are to be conducted to improve the girl ratio in all fields.
2. The institute should motivate female teaching staff to improve their profile by pursuing higher education and involving themselves in more FDP programs.
3. The extension activities should be conducted to popularize science among girls at the school level.
4. More co-curricular activities should be conducted and the participation of girls should be made compulsory. In this regard, personality development programs should be conducted frequently especially for girls. Further special teachers for their training towards overall development should be appointed.